

## WORKFIRST EXEMPTIONS & DEFERRALS

### Examples

#### Older Needy Caretaker Relatives

The participant is age 57 and is caring for her nine year-old granddaughter. The child attends school; the participant may volunteer, but is not required to participate in WorkFirst activities during the hours the child is in school.

#### An Adult with a Severe and Chronic Disability

For adults with chronic or severe medical or mental conditions that may improve, develop an IRP that enables the participant to address the issue. A short-term deferral from job search activities may be appropriate instead of an exemption.

**Example 1:** The participant has been on assistance for 43 months. His application for SSI has been denied on two occasions. The client has an IQ of 73 and is therefore ineligible for DDD services. The participant has numerous physical problems and is also suspected of having a cognitive impairment as a result of a brain injury. The Social Worker convenes a Case Staffing where based on available documentation, it is determined that the participant has severe and chronic disabilities that are expected to continue indefinitely. The participant is exempted because of the Severe and Chronic Disabilities.

**Example 2:** During the intake interview, the participant tells the Case Manager that she has had a severe back injury and is applying for SSI. The Case Manager refers the participant to a SSI facilitator who attempts to gather disability information that would justify a SSI application.

The medical evidence suggests that the back injury is temporary and that the participant is expected to fully recover within six weeks. The Social Worker denies the exemption for a Facilitated SSI Applicant. The participant is referred to a WF Social Worker to develop an IRP that will allow a reasonable amount of time to address the back injury and determines what types of participation activities would be appropriate given the back injury.

**Example 3:** During the intake interview, the participant tells the Case Manager that he wants to apply for SSI because he is unable to work as a result of severe degenerative arthritis. The Case Manager refers the participant to a SSI Facilitator who gathers information from the participant's physician that supports the claim of severe degenerative arthritis. The SSI Facilitator informs the Case Manager that there is a reasonable likelihood that the SSI application may be approved. The participant is granted an exemption as a Facilitated SSI Applicant.

## Caring for a Child with Special Needs

In many cases, the parent may need only to be deferred from participation for a period of time, to find child care or train a child care provider for example. (See Section 6.4 Child with Special Needs)

**Example 1:** Upon intake, the participant tells the Case Manager that she cannot work because her seven-year-old son has been diagnosed with Attention Deficit Hyper-Activity Disorder (ADHD). The Case Manager authorizes a Public Health Nurse to visit the home to determine the impact of the child's special needs on the parent's ability to participate in WorkFirst activities. The Public Health Nurse reports that the child has been diagnosed with ADHD but that the child is in school. The child requires some special attention at school and is "full of energy" but that the ADHD does not significantly impair the parent's ability to perform the routine activities associated with maintaining a household. The school has contacted the parent on two occasions during the last 4 months.

The Case Manager refers the participant to the Social Worker who convenes a Case Staffing. At the Case Staffing it is determined that the parent can participate for 25 hours a week while the child is in school. The participant is denied the exemption for Caring for a Child with Special Needs. The participant is coded with a deferral for the Child with Special Needs (XN) for the remaining 15 hours.

**Example 2:** The participant has a child with cerebral palsy and has been on assistance for 17 months. The child requires frequent intervention and therapies as a result of the cerebral palsy. Despite her efforts, the parent has been unable to find adequate and appropriate child care. The child is receiving respite services from DDD but the respite care is limited to 8 hours per month.

The Case Manager convenes a Case Staffing where it is determined that it is not likely that the parent could participate in WorkFirst until at least after the child starts school which will be in 2 years. The parent is exempted because she is caring for a child with special needs.

## Caring for an Adult with Disabilities

**Example 1:** The participant has been receiving TANF off and on for 58 months. She is 45 years of age and has had to quit her last two jobs to care for her father who lives alone and has Alzheimer's disease. The participant's father is not eligible for nursing home care because although he requires 24-hour supervision, he has no nursing needs. The participant has no choice but to have her father move into her home to supervise and provide necessary assistance with his personal care.

The Social Worker convenes a Case Staffing where it is determined that there are no vacancies in any of the Adult Family Care homes in the area and that the participant has no choice but to have her father reside with her. The participant is granted an exemption from the 60-month time limit to care for her father.